



Item 5.1d

Community-Police Oversight Models

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Background

- National and local calls for greater police accountability
- Desire for greater community involvement in law enforcement
- Community-police oversight models provide opportunity for increased public involvement
- The best model for a community is that which is the best fit



Primary Oversight Models

- Investigative Bodies

- Investigate complaints against police. May have full disciplinary power over investigation outcomes. Usually comprised of paid civilian staff and may include a board comprised of residents.

- Auditing/Monitoring Bodies

- Review and examine police internal investigations and operations. Makes recommendations for departmental improvements. Normally include a paid civilian auditor.

- Review Boards and Commissions

- Various types of bodies comprised of community members who fulfill various assignments that may include holding public forums, and making recommendations to police leadership.

- Task Forces

- Limited term bodies formed to provide a community involved review of law enforcement and recommendations for improvements



Model Comparison

Model	Investigative	Auditing/Monitoring	Review Boards & Commissions	Task Forces
Example City	San Francisco Department of Police Accountability and Police Commission	San Jose Office of the Independent Police Auditor	Melbourne, FL Community Relations Council	Aurora Community Task Force
Population	881,549	1,021,795	83,029	312,697
Level of Staff Costs	High	Medium - High	Low	TBD
Receives Public Input	✓	-	✓	✓
Receives complaints against PD	✓	✓	-	TBD
Provides recommendations to PD	✓	✓	✓	✓
Has Authority over PD Policy, Practices, Procedures	✓	-	-	-
Has Authority over PD personnel	✓	✓	-	-



Next Steps

- Continue to learn from community members and assess the political, social, cultural and operational realities of policing in Mountain View
- HRC listening forums beginning August 31st
- Provide a recommendation to Subcommittee in November
- Potentially provide a recommendation to the full Council in December

Police Reform:

Mid-Peninsula City Manager Summer research

August 21: Final Presentation

Key questions and focus areas

June 2020: Scoping questions

- What are **effective alternative policing policies, practices and structures** that can be implemented in the short- to medium-term in our mid-peninsula, suburban cities?
 - What are **existing policing structures** and training in each of our local cities? What decisions drive/drove these existing structures?
 - What are the policing structures and training practices that most affect **marginalized communities** in the mid-peninsula cities? What populations are most impacted by these policies
 - What are **best practices of alternative forms of public safety delivery** that might replace current policing structures? Is there a difference between policies that work in urban and suburban cities? What is the efficacy of each proposed reform?

July 2020: Mid-point Focus areas

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- Data collection and standards
 - Culture change
 - Independent oversight

Three research branches and progress to-date

Literature Review

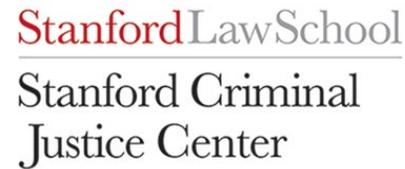
- Organizational reports
- Academic papers

Interviews

- Stanford faculty
- Community experts

Case studies

- Selected peer cities



Key takeaways: Possible short- and long-term actions for cities



Data collection and standards



Culture change



Independent oversight

Short - term

- Analyze 911 and non-emergency calls to **identify areas of highest**

need

Long-term

- Report **data in standardized format to national** databases e.g. National Justice Database (CPE) or the Uniform Crime Reporting database

- Identify **existing areas of over-reliance** on police and possible alternative services

- Consider long-term **collaboration between cities**, esp in areas of recruitment, training, data collection and community engagement

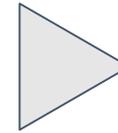
- **Diagnose community-police sentiment** to identify level of oversight needed
- Consider **increasing permanent civilian engagement** in current oversight model

PARC: Process for determining best oversight model begins with correct diagnosis of problem

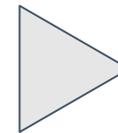
Diagnose sentiment of police- community relations:

Increasing mistrust

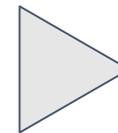
- **Strained but not broken**
 - *E.g. Concerns about police budget*
 - *E.g. Suspicion that police are covering up misconduct*
- **Eroded trust, little goodwill**
 - *E.g. Shootings involving victims, usually people of color*
 - *E.g. Police use-of-force or misconduct circulated on video*
- **Deep erosion of trust**
 - *E.g. Pattern of critical incidents that deeply affect trust levels*
 - *E.g. Community refuses to cooperate with law-enforcement*



Review and Appellate Models



Investigative and Quality Assurance models



Evaluative and Performance-based models